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Strike-calls voted at four major dailies

The memberships of Guild units at four major dailies—in San Francisco, San Jose and Minneapolis—have voted their bargaining committees authority to call strikes as the number increases of highly prosperous U.S. publishers mounting challenges to the wage-increase systems provided in Guild contracts.

Latest of the strike-authority votes was taken by the San Jose Guild's Mercury-News unit on Oct. 15. There were less than a handful of noes audible in the

voice vote at a membership meeting attended by more than 400.

The previous evening, some 600 members of the Northern California Guild units at the San Francisco Chronicle and Examiner and the papers' joint publishing company even more resoundingly voted their local's bargain strike-call authority. In a standing vote, only two members voted in the negative.

Earlier, the Twin Cities Guild's membership at the Minneapolis Star & Tribune unanimously voted

their bargain strike authority.

No deadline for an equitable settlement has been set at any of the four dailies.

Among the major issues in each situation—as in Guild bargaining at other publications such as the Milwaukee Journal and Sentinel, Sacramento Bee, Seattle Times and Post-Intelligencer and Time Inc. in New York—are publisher proposals to weaken, or eliminate, the time-tested system of annual increases in Guild-contract wage minimums. There also have been

proposals to virtually eliminate the wage-minimum structure.

In San Francisco and San Jose—where the publishers, the Guild and other unions bargain economic matters jointly—the Guild strike votes were taken less than a week after the managements made their first wage proposals in talks that have been going on since March. Typographical Union printers had voted their bargain strike-call authority a month earlier.

The companies' proposal is for an 18-month wage freeze, reported

Doug Cuthbertson, the Guild's executive officer.

The strike vote came after the meeting heard Walter Johnson, secretary-treasurer of the city's central labor council, pledge city-wide support from other unions and union members if a strike becomes necessary for equitable settlements.

With officers of all the other unions in the newspaper-unions' conference also on the dais, the meeting heard a similar pledge
(Continued on Page 6)

Michigan study sees no miscarriage risk in some VDT work

Las Vegas, Nev. — Women who work on VDTs 20 hours a week or less appear to have no increased risk of miscarriage, but more research is needed to determine if women who work longer hours on the equipment face a greater danger, researchers from the University of Michigan said here Sept. 30.

They did so in announcing a preliminary portion of their findings from a recent study of pregnancies among Michigan state employees.

The researchers said they were still examining data on the frequency of birth defects among the employees' offspring, as well as the incidence of low birth weight and effects of job stress on pregnancy.

The findings, reported to the annual conference of the American Public Health Assn., showed a slightly higher than expected number of miscarriages among employees who worked at VDTs more than 20 hours a week, the researchers said. They cautioned, however, that the results "cannot be labelled conclusive" because of the small portion of more frequent users among the sample.

Of 817 pregnancies studied, 697 were among women who performed VDT work zero to 20 hours a week and 120 were among employees who used the machines for longer periods. Of the 697 pregnancies, 145 (20.8 percent) ended in miscarriage "about as many as expected," the researchers said. Of the 120 pregnancies among the

more frequent users there were 26 (21.7 percent) miscarriages "about four more than expected," they said.

The researchers, William J. Butler and Kelley Ann Brix, assistant professors at the University of Michigan's School of Public Health, said they "could not rule out the chance that working with VDTs 21 or more hours a week will increase the risk of miscarriages by 5 percent, adding that the "sample size was not large enough to detect differences as small as 5 percent."

Following news reports that focused on the finding of no apparent increase in miscarriage among the less frequent users, Butler and Brix stressed that questions remain unanswered for the women who spend most of their work day at the terminals.

"It would be unfortunate if the population's perspective on this issue is that the case is closed. That
(Continued on Page 2)



DAN MILLER/New York Guild

'Life's no party at Time Inc.'

Leaders and members of the New York Guild unit at Time Inc. greet persons heading for Life magazine's 50th anniversary party Oct. 9 with signs, shouts and leaflets expressing discontent with management's proposals for a contract to replace one that expired the end of January. (De-

tails in story above.) Shouts of 150 Guild demonstrators outside Radio City Music Hall, party site, carried to the 48th floor of Time-Life Building across the street. Right foreground (beard) is New York Guild President Barry Lipton; center foreground (glasses) is Key Martin, unit chairperson.

COPE drive called crucial in Senate race

Washington—We may not like it, but we can't deny the crucial role that money will play in this fall's election campaigns, TNG President Charles A. Perlik, Jr., said in letter kicking off TNG's annual campaign for membership contributions to the AFL-CIO's Committee on Political Education (COPE).

Republican fund raising efforts

'Why bother to vote on Nov. 4?'; See editorial Page 8

and the many business and corporate political action committees that support candidates from the political right wing have an overwhelming financial advantage, Perlik said in a letter urging U.S. Guild locals to begin "\$2 drives" for COPE contributions.

The Senate Republican campaign committee, alone, has raised \$65 million—nearly 10 times the amount of its Democratic counterpart—Perlik said, citing a report by Business Week magazine.

Labor's primary goal in national elections this year is to regain a Democratic majority in the Senate, he said. Guild members can help realize that goal both with contributions to COPE and with their

votes on election day, said Perlik.

"There's the scent of victory in the air," he wrote, pointing out that a net gain of just four seats will restore a Democratic majority in the Senate and "deny the chair of powerful Senate committees to the likes of Jesse Helms."

A total of 22 Republican-held Senate seats are up for re-election this year, compared to 12 seats cur-
(Continued on Page 2)

Panel calls monitoring tactics counter to management aims

Page 3

'Dishonor roll' targets Tribune

Page 5

Bricks crumble, site is cleared for TNG's new headquarters

Page 5

Justice opens most Detroit records

Washington—The Justice Dept. made public 68,000 pages of documents Oct. 9 which the Detroit News and the Detroit Free Press had claimed should be kept confidential in submitting records in support of their application for government approval of a joint operating agreement between the dailies.

At the same time, Assistant Attorney General William Bradford Reynolds okayed a request from the Free Press to keep 1,200 pages

of material confidential and a similar request from the News for 500 pages of documents.

Release of those documents to the public "would cause substantial harm," while the effect of keeping them confidential "would be negligible given the extremely limited relevance of these materials," Reynolds said. "Ample, relevant information regarding the financial status of the Detroit Free Press is available for public inspection," he added.

More than 70,000 pages of documents were released earlier during the comment period which twice has been extended to consider the claims of confidentiality lodged by Knight-Ridder's Free Press and Gannett's News.

The papers argue that unless their application for a joint operation is approved the Free Press is in danger of failure. The Newspaper Preservation Act permits the attorney general to grant exemp-
(Continued on Page 2)

Justice makes public most Detroit JOA filings

(Continued from Page 1)
tions from antitrust prohibitions against profit pooling, market splitting and price fixing to papers that enter a joint operation when one of them "is in probable danger of financial failure."

The period for public comment ends Oct. 23, after which Attorney General Edwin Meese could order hearings on the papers' proposal or approve or reject the application without hearings. Assistant Attorney General Douglas H. Ginsburg, head of the agency's antitrust division, has recommended that hearings be called.

Rumor circulating in Detroit in mid-October, however, was that Meese would give outright approval to the joint operation. "Interested parties are not above generating rumors to see if birds fly up from the underbrush," a Justice Department representative commented.

According to reports in the News of Oct. 10, information in the newly released documents includes projections that a joint newspaper operation in Detroit would bring:

- ✓ Combined pre-tax profits of as much as \$150 million a year by the year 2000; \$20 million in 1987 and \$63.5 million in 1988, although the first year of operation could produce as much as \$43.5 million in pre-tax profits if circulation rate hikes were accelerated.

- ✓ A 35 percent increase in Sunday advertising rates in 1987 and another 7 percent increase the following year.

- ✓ A boost in single copy prices to 20 cents daily in 1987 and to 25 cents daily and \$1 on Sundays in 1988. Current daily prices are 15 cents for the News and 20 cents for the Free Press; Sunday rates for both are 75 cents.

- ✓ A one-third reduction in em-

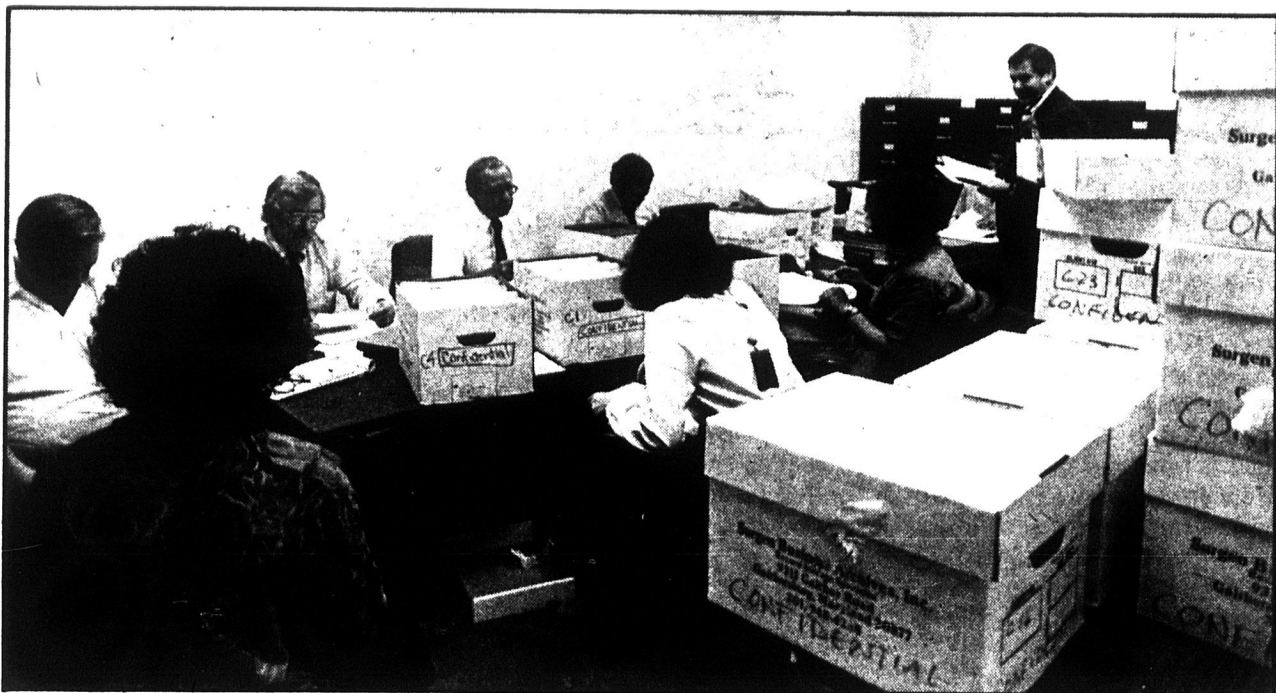
ployees, from a current total of 4,500 on the two papers, to a combined workforce of about 3,000.

- ✓ A \$3.7 million investment to combine the production facilities of the two papers, with another \$41.5 million in plant improvement anticipated within two and a half years after the joint operation begins.

- ✓ An increase in the circulation of the morning Free Press to 660,000 daily, while the News circulation would drop to 520,000 in the afternoon slot. The Free Press is currently a morning paper and the News is an all-day publication. Unaudited circulation figures for the 12 months ended Sept. 30 showed the News with daily circulation of 684,940 and the Free Press with 654,048 daily circulation.

William Keating, who would head a jointly owned Detroit Newspaper Agency that would perform the business, distribution and production functions of the two papers, disputed the projection of a 35 percent increase in Sunday ad rates as "unrealistic," and said the projected one-third reduction in staff "sounds high." Keating told a News reporter he estimates that "there'll be fewer than 1,000 full-time jobs" lost.

The documents also showed that Free Press executives were hopeful Gannett's takeover of the News in early 1986 would give the Free Press the edge over its rival in the long-running Detroit newspaper wars. Documents released earlier, however, confirmed that executives of the Knight-Ridder and Gannett chains explored the possibility of a Detroit joint operation before Gannett announced its planned acquisition of the News in August 1985.



GUILD REPRESENTATIVES, DETROIT REPORTERS PORE OVER PAPERS MARKED 'CONFIDENTIAL'
Clockwise, from left foreground, TNG's Janet David, Detroit Guild's Donald Kummer, TNG's Leo Ducharme and Detroit News and Free Press reporters.

The Justice Dept. said that information submitted by the Free Press on which it granted confidentiality included: memoranda on unresolved issues related to the joint operation and negotiations with Gannett; internal memos on "highly sensitive labor negotiation issues;" operational information for other papers in the Knight-Ridder chain and "non-public business

information" about newspapers outside the chain.

Plus, plans for the future news and editorial content of the Free Press; specific information related to advertisers and the paper's advertising programs; and information "of a confidential nature concerning present and past employees" of the paper.

Documents from the News that

were granted confidentiality included financial projections for a joint newspaper operation, "self-evaluative" memoranda, proposed business strategies and employee wage and benefit information. Also market analysis studies, advertising and circulation information, cost and earnings summaries and income statements, the Justice Dept. reported.

No VDT-abort risk seen for some

(Continued from page 1)
is not indicated by these results," Butler told a correspondent for the Bureau of National Affairs' Occupational Safety & Health Reporter.

While the Michigan study's finding of a slightly higher incidence of miscarriages among employees who use VDTs more than half time is another in "a growing list of studies that have found such marginal increases among VDT users . . . I know of no balancing studies that have found birth abnormalities running higher among nonusers," said TNG Research & Information Director David J. Eisen. "More conclusive studies are needed before the question can be laid to rest," he added.

The Service Employees Union, which represents employees involved in the study, meanwhile, said that most of the pregnant workers included in the 20-hour-and-under group were "more likely to work at a VDT less than five hours per week." Only one keypunch operator and eight word processors, employees who spend 75 to 100 percent of their work time at a VDT, were among the workers interviewed, the union said in a joint statement with its

affiliate "9 to 5, the National Assn. of Working Women."

The health and safety director for the United Auto Workers, another union whose members were among those studied, also stressed that "other groups must be studied before final conclusions can be drawn."

The study was funded by the

March of Dimes. It involved interviews with 728 women selected from 4,215 Michigan state employees who responded to questionnaires.

The National Institute for Occupational Safety Health has begun preparations for a study of some 4,000 telephone employees to assess reproductive risks for women who work at VDTs.

Canada's chemical rules tallied

Washington—An article reviewing the development of legislation to ensure employees access to information about the hazards of chemicals in the workplace has been distributed to Guild locals in Canada.

The article, published in the September publication of the Canadian Centre for Occupational Health and Safety, examines existing laws that require labelling of

chemicals and access to data, as well as proposed legislation.

The analysis should be helpful to Guild locals in determining their rights under current law and in "campaigning for improving and extending this legislation," TNG Research & Information Director David J. Eisen said in an Oct. 9 letter to local officers and the chairs of health and safety committees.

TNG launches COPE campaign

(Continued from Page 1)
rently on the Democratic side of the aisle. Among the 22 Republicans are 14 first-term Senators who "benefitted from the Reagan sweep of 1980."

After five and half years the Reagan administration with the aid of a Senate in which key committees are "controlled by ultraconservatives" has transformed the National Labor Relations Board "into an agency of the employers," crippled the Occupational Safety and Health Administration and "all but reversed" the goals and policies of the Equal Employment Opportunity Commission, Perlik said, quoting from the Political Action Report of this year's TNG convention.

COPE, he noted, is a principle

vehicle for labor's campaign to win seats for candidates who share the objectives of working people and their unions. He singled out former St. Louis Guild activist Harriet Woods, the Democratic senatorial candidate from Missouri, as an example.

"Let's make an extra effort" to collect contributions to COPE that can help ensure victory "for Woods and candidates like her," Perlik urged.

He cautioned locals to keep members' contributions to COPE "separate from local funds and accounts," to comply with federal campaign finance laws. Locals should transmit funds to TNG by cashier's check, personal check or money order made payable to COPE, he said.

Why Woods?

Seven solid reasons for Missouri workers to vote for Harriett Woods for U.S. Senate November 4.

She'll fight for fair trade that creates and safeguards American jobs.

She'll fight for workers' right to know about hazardous substances at the workplace and for stronger job safety/health laws and enforcement.

She'll fight for plant-closing laws that oblige employers to seek alternatives to shutdown and abandonment of their employees and communities.

She'll fight for better education for our children and for low-interest loans to help them attend college.

She'll fight to improve Medicare and Social Security/Railroad Retirement and to keep the programs on solid financial footing.

She'll fight for government employee rights, for jobs, health and nutrition, transportation, housing.

She'll fight for us, our families, our jobs, our union, and our state.

Why Harriett Woods? That's Why!

VOTE WOODS
U.S. Senate - November 4

COPE backs Woods in Missouri

Union members in Missouri are being urged through posters and handbills like this to vote for the state's current lieutenant governor, Harriett Woods, the Democratic candidate for the U.S. Senate in the Nov. 4 elections. Woods, a former activist member of the St. Louis Guild, carries the endorsement of the AFL-CIO's Committee on Political Education.

Swan song for tax deduction

Washington—Half of each U.S. member's contributions to COPE in 1986 still are deductible from their federal income tax for the year.

Half, that is, to a maximum of \$50 (for \$100 in contributions) if single or filing a separate return; to a maximum of \$100 (for \$200 in contributions) if married and filing a joint return.

The deduction will not be available for 1987 and thereafter under the revisions to the tax code enacted in September.

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'SNEAKY' TACTICS SCORED

Monitoring methods seen as hinderance

Washington—While electronic monitoring of employees' performance could play a key role in management efforts to improve productivity, current methods are counter productive, an academic panel has concluded.

Employees feel frightened and pressured rather than motivated by monitoring systems, according to a report prepared for the congressional Office of Technology Assessment. In that report, Dr. Michael J. Smith of the University of Wisconsin's Dept. of Industrial Engineering and a pair of colleagues cite the failure of today's computer-based monitoring techniques to measure quality of work along with quantity.

"Those few electronic monitoring systems that do examine quality" use such "objectionable, sneaky" approaches that they serve "as a demotivator to workers rather than as a source of helpful information," the panel's report said. It cited, as examples, unannounced eavesdropping on telephone solicitations and counting corrections in typed material.

The panel drew its findings from published research in the area as well as its own survey of 41 employees at five work sites, including classified advertising employees at the New York Times the St. Paul Dispatch and Pioneer Press.

The congressional agency commissioned the report as part of an exploration of the need for legislative action in response to the growth of electronic monitoring in the workplace.

TNG, along with a number of other unions, has participated in OTA discussions on the phenomenon.

The Smith panel reported that newspaper respondents were unanimous in their dislike for the practice of supervisors eavesdropping on telephone calls, and noted that "there was much resentment of the entire monitoring system" among the employees.

Controlled access to feedback from the system was a source of conflict between classified employees and management, the report said, adding that employees would prefer to review the machine's inventory of the number and duration of their calls at their own discretion rather than at specified times designated solely by management.

A log of the time, frequency and duration of calls, as well as time away from the system for breaks or other interruptions is provided to employees at intervals during the day and a printed performance report on each employee is provided to supervisors at day's end, the report said.

All employees who participated in the survey, however, indicated that computerization made their jobs easier and helped them work more efficiently, although most respondents said the monitoring system did not enhance their performance.

Eighty-nine percent of the respondents felt monitoring made their work more stressful and 80 percent said it interfered with communication with co-workers. Monitoring reports were considered accurate by 82 percent of the participants, but 60 percent believed the data did not produce an adequate picture of their job performance.

Whether monitoring can affect workers' health is unclear, the report said, cautioning that the increased job stress and reduced job satisfaction associated with the improper use of monitoring has "the potential to be a serious threat to worker health." A further examination of health consequences should be undertaken, the report said.

Monitoring designed to provide employees with "accurate, meaningful feedback" about job performance in a "non-evaluative" man-

ner can be an important part of a program to motivate employees, the researchers said, adding that any successful program "must be perceived as fair by the employees."

Warning of the danger of infringing on individual rights and dignity inherent in any electronic monitoring system, however, the report urged Congress to consider limitations on its use in such areas as disciplinary proceedings, payment systems and performance reports. Monitoring should not be used as the basis for discharge, the report suggested, urging further study of the impact on workers.

The report also called for research into the development of new tools and methods of measuring both quality and quantity of performance, including new hardware and software that can provide workers more useful information.

Penn State announces year's Mellett Awards

University Park, Pa. — The 1986 Lowell Mellett Award for critical evaluation of journalism has been awarded to Norman E. Isaacs for his book "Untended Gates," and Anthony Marro for an article, "When the Government Tells Lies," published in the Columbia Journalism Review.

The award, established in 1978 by the Mellett Fund for a Free and Responsible Press, was transferred to Pennsylvania State University in 1984 after the fund was dissolved. TNG established the fund

in 1966 through a bequest from Lowell Mellett, Scripps-Howard editor and columnist.

Marro, managing editor of Newsday, warns reporters about the proclivity of government officials to misinform the press in the CJR article published in the March/April 1985 issue.

Isaacs' book examines questions of ethics and libel law and their impact on news organizations.

Loren Ghiglione, editor and publisher of the Bristol (Conn.) Press and the Southbridge (Mass.) News, was awarded a special citation for ongoing contributions to media analysis. Ghiglione is the author of "The Buying and Selling of America's Newspapers."

Judging the contest were Thomas Winship, retired editor of the Boston Globe, Tom Goldstein a legal-issue specialist and teacher at the University of California at Berkeley and Louis F. Prato, head of Northwestern University's Medill News Service in Washington.

News service writers form new CWSG unit

Toronto—The Canadian Wire Service Guild has been certified by the Canadian Labour Relations Board as the bargaining representative for writers employed by Agence France-Presse.

The unit for which the local was certified July 16 includes three employees, two based on Montreal and one in Ottawa.



Unions' rally draws 300 at the Post

Some of 300-plus persons from the nine unions at the Washington Post who held a noontime rally there Oct. 1 listen (left) as Tom Sheppard, chairperson of the Post Guild unit (above), expresses Guild's determination to secure an equitable new contract. Other speakers included leaders of the newspaper unions' council, the area AFL-CIO council and the National Football League Players Assn. It was the first joint activity of Post unions since 1975.

Jersey Journal accord takes news top to \$582

Jersey City—Members of the Hudson County Guild have ratified a new three-year contract with Newhouse's Jersey Journal, raising the top minimum for reporters by \$71, to \$582.03 a week, over the term and establishing pension coverage through TNG's Int'l Pension Fund.

The \$71 increase comes in four increments, with \$22 taking the reporter top minimum to \$533.03 a week, retroactive to June 10, followed by increases of \$23 a week on June 10, 1987, \$14 on June 10, 1988, and \$12 on Dec. 10, 1988.

Service required for a fourth week of annual vacation is reduced to 10 years from 13, beginning in

1987, and the publisher is to pay employees' premiums for vision care coverage immediately.

Parenthood leave is added, with a six-month maternity leave extended to male employees to care for natural or adopted children.

The company's payment to TNG's Int'l Pension Fund on behalf of Guild-covered employees will rise to \$8 per employee a week. The payment initially is set at \$3, rising to \$6 on June 10, 1987, and to \$8 a year later.

Other increases and resulting new top minimums include:

Copy readers—Up by \$76.63, to \$611.13 a week, in increments of \$25.18, \$24.15, \$14.70 and \$12.60.

Editors—Up by \$82.39, to \$646.05 a week, in increments of \$28, \$25.53, \$15.54 and \$13.32.

Editorial assistants—Up by \$50.12, to \$410.85, in increments of \$15.53, \$16.24, \$9.88 and \$8.47.

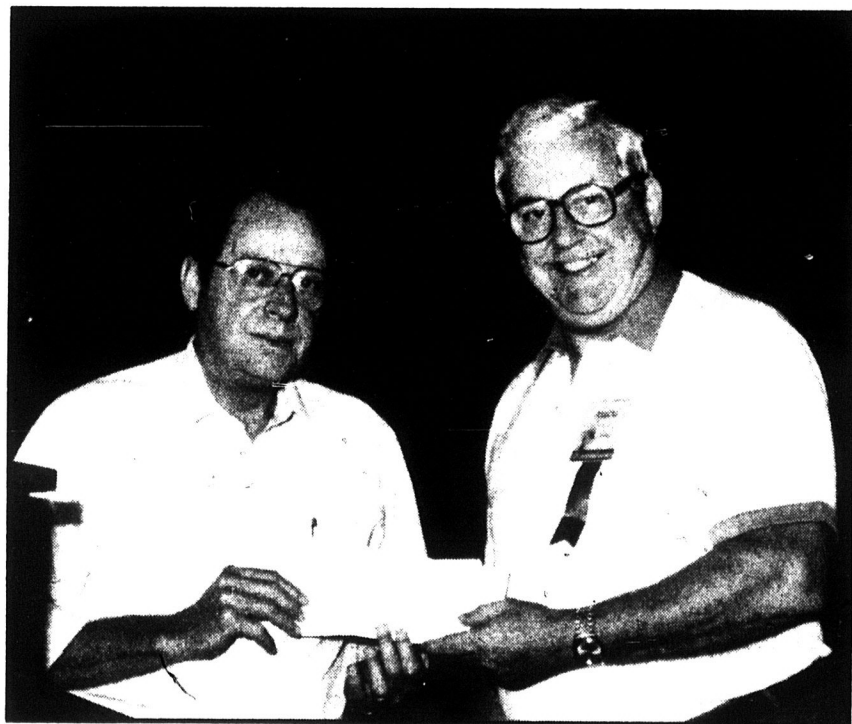
TNG representatives assisting the local in bargaining included Richard J. Ramsey, executive secretary of TNG's Contracts Committee, in the concluding talks.

All minimums up \$88 in Racing Form pact

Toronto—A new agreement between the Southern Ontario Guild and the Daily Racing Form raises all minimums by \$88 over the contract's three-year term.

The across-the-board increase comes in three increments. The first, \$28 a week, is retroactive to Jan. 1; it is followed by increases of \$30 in January of 1987 and again in 1988.

The \$88 increase takes the top minimum for assistant statistical editor to \$643.38, that for senior clerks to \$627.40 and the top minimum for stenographers, file clerks, junior clerks and return room clerks to \$524.60 a week.



Aid to locked-out Steelworkers

United Steelworkers Secretary Ed Ball, left, accepts \$5,000 check from TNG's Defense Fund from TNG President Charles A. Perlik, Jr., during AFL-CIO Industrial Union Dept. convention. Contribution, to AFL-CIO Steelworkers Support Committee, was authorized by TNG's Int'l Executive Board by a vote of 15 to 1 in a mail poll (sole negative vote was by Vice President Doug South of Vancouver-New Westminster). Support committee was set up to assist 22,000 Steelworker members locked out by the giant USX Corp., formerly U.S. Steel. Steelworkers aided TNG with \$250,000, interest-free loan during 1978-79 financial difficulties.

FROM NONE TO LESS

Board complaint nets first wage proposal

Milwaukee—Following the issuance of an unfair labor practice complaint by a National Labor Relations Board's regional director, management of the Milwaukee Journal and Sentinel made its first wage proposal to the Guild since bargaining for a new contract began last May.

The company's proposal: Reduce the top minimum for reporters and photographers by \$100, to \$300 a week.

NLRB Regional Director Joseph A. Szabo, in a Sept. 22 complaint, agreed with the Guild that the company's insistence on excluding minimum wage schedules from any new Guild contract was an unlawful refusal to bargain.

Szabo also agreed that the company is unlawfully denying the Guild information about merit increases and employee evaluations and illegally threatening retalia-

tory action against the local and its members who promote a consumer boycott of the papers.

A hearing on the charges before an NLRB administrative law judge has been set for Dec. 15.

Company charges that the Guild is engaging in "surface bargaining," meanwhile, were thrown out by the NLRB. The company had cited the Guild's failure to change its original wage proposal.

The local filed charges with the board Aug. 14 after the company implemented its contract proposal, including a "merit-only" wage system and posted working conditions. The regional director also cited that unilateral action by the company in the complaint.

The local is seeking a renewal of its first contract covering employees in the papers' editorial departments and library.

Discharge reversed in Milwaukee award

Milwaukee—Although the publisher of the Milwaukee Journal and Sentinel has the right to eliminate a pair of part-time editorial positions, the company violated its contract with the Milwaukee Guild when it fired a part-time jazz critic at the same time it was adding staff, an arbitrator has ruled.

The grievant must be reinstated with back pay to a part-time position of at least the 28 hours-a-week he was working at the time of the discharge in December 1985, arbitrator Joseph B. Kerkman said in an Aug. 28 ruling.

The company had relied on the "management rights" clause in its Guild contract, but Kerkman said that the rights management "has reserved to itself" are modified by other provisions of the contract.

In banning dismissals except for just and sufficient cause, the Guild agreement makes provision for dismissals to reduce the force "for legitimate and reasonable purposes of economy," Kerkman noted,

adding, however, that no reduction in force was underway when the grievant was fired. The company was expanding news-room employment at the time the dismissal notice was issued and up to the time of the discharge, he said.

The company opted to eliminate the positions held by the grievant and another part-time features writer in order to offset costs associated with the addition of a new features section. The other part-timer filled a full-time position on the new section, while the grievant was an unsuccessful applicant for a position on the Wisconsin Magazine.

The fact that the grievant applied for only one other position "is immaterial," Kerkman wrote. "The company may not effectuate a layoff unless there exists a reduction in force" in the bargaining unit, he said.

The grievance over the discharge was the local's first under its initial contract with the Milwaukee dailies signed last year.

MacDonald, led the CLC, friend of Guild, at 77

Ottawa—Donald MacDonald, a former president of the Canadian Labour Congress, lifelong union leader and longtime friend of the Guild, died Sept. 25. He was 77.

MacDonald retired from the presidency of the CLC in 1974 after a 32-year career with Canada's labor federations during which he helped shape the merger of the old Canadian Congress of Labour with the Trades and Labour Congress of Canada to form the CLC.

He was elected the new federation's secretary-treasurer in 1956 and was elected CLC president in

1968. He had served as secretary-treasurer and chief executive officer of the CCL since 1951.

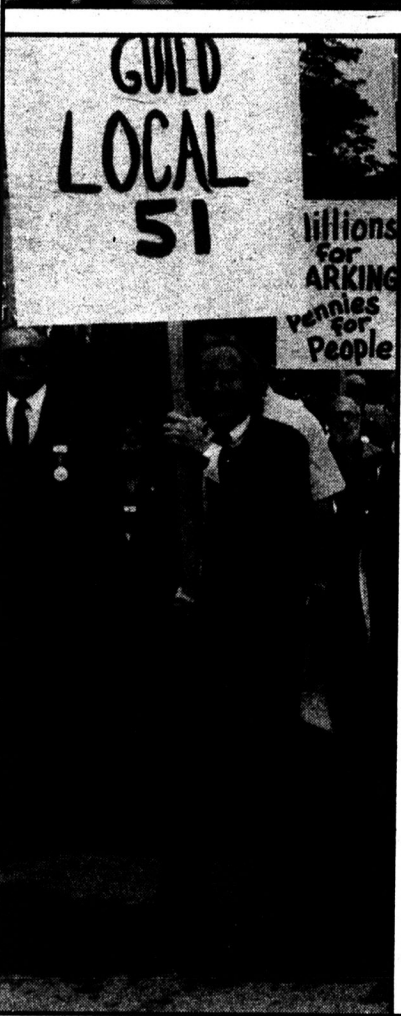
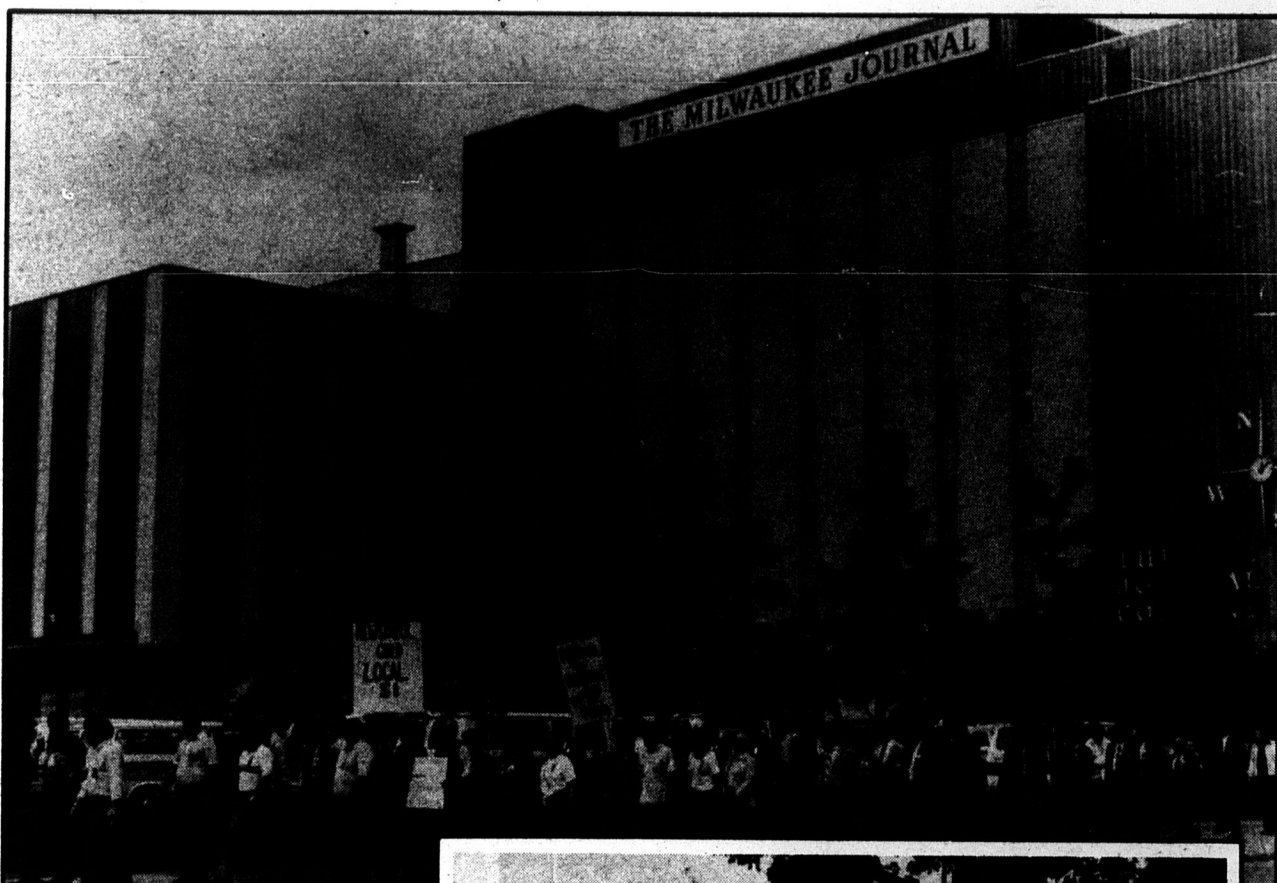
In the mid-1950s, MacDonald was instrumental in Guild affiliation campaigns among newspaper employees in Vancouver and Victoria. At the time they were represented by local unions directly chartered by the labor federation.

Born in Nova Scotia, MacDonald went to work in the coal industry at the age of 17 and was elected president of a United Mineworkers of America local at 21. He joined the CCL staff as an organizer in 1942.

Philly retirees' benefits raised 5%

Philadelphia—Retirees from the Philadelphia Guild's unit at Knight-Ridder's Philadelphia Inquirer and Daily News received a 5 percent increase in pension benefits beginning June 1.

The increase, approved by Guild and management trustees, raises benefits for all eligible who retired before June 1, 1985. It is the second increase since 1984 for Guild-covered retirees.



Wisconsin union pickets ring Milwaukee newspapers

Delegates to the state AFL-CIO convention join Milwaukee Guild members in a noontime demonstration surrounding the Milwaukee Journal and Sentinel plant Oct. 8. Pickets covered the four-block square site, singing, chanting and carrying signs protesting the newspapers' failure to bargain seriously with the Guild on renewal of its first contract with the papers. The president of the company abandoned plans to leave the plant by car when he encountered the unending line of pickets swelled by an estimated 600 convention delegates. Earlier in the week Guild President Jack Norman spoke to a convention session. A newspaper delivery van, above, waits for a break in pickets crossing a driveway. At left, local columnist Joel McNally carries the Guild sign.

4-year wait resumes at CBC

Toronto—The first hearing on a four-year-old Canadian Wire Service Guild petition to represent some 200 "free lances" at the Canadian Broadcasting Corp.'s English-language news service was adjourned abruptly by the Canada Labour Relations Board Sept. 24 when another union intervened in the proceedings.

The CLRB said it will announce new hearing dates in about five weeks to give the intervenor, the Canadian Union of Public Employees, an opportunity to put into order documents in support of its claim that it should have represen-

tation rights for the same group.

The Guild applied to the CLRB for representation rights for the English-language group on July 30, 1982, after the board ruled earlier that persons performing almost identical tasks for the French-language service were "dependent contractors" rather than "free lances" and therefore should be represented by the Guild. The groups both had been in the Alliance of Canadian Cinema, Television & Radio Artists [ACTRA].

Canadian Wire Service Guild

President Bruce Wark said that under ACTRA the news people regularly are denied benefits such as overtime, shift premiums, pension-plan membership and disability-income protection.

At the same time, Wark said, "ACTRA journalists often work alongside Guild members, especially on the TV supper hour shows," with each doing the same kind of news reports.

TNG is sharing with the Canadian Wire Service Guild the costs of the representation proceedings.

Free lances' union gets pact at Nation

New York—The three-year-old union organized to represent free lance writers has reached a contract with the Nation magazine.

The National Writers Union said it raises free-lance writers' rates by 50 to 100 percent.

It also requires that writers be paid upon publication or within six weeks of acceptance and calls for timely response to work submitted.

The New York Guild represents the Nation's editorial and commercial employees.

Plain Dealer pension doubles

Cleveland—Retirement is a more attractive option for Guild-covered employees of the Cleveland Plain Dealer since Guild and management trustees approved an increase more than doubling the maximum monthly pension benefit under the jointly administered pension plan.

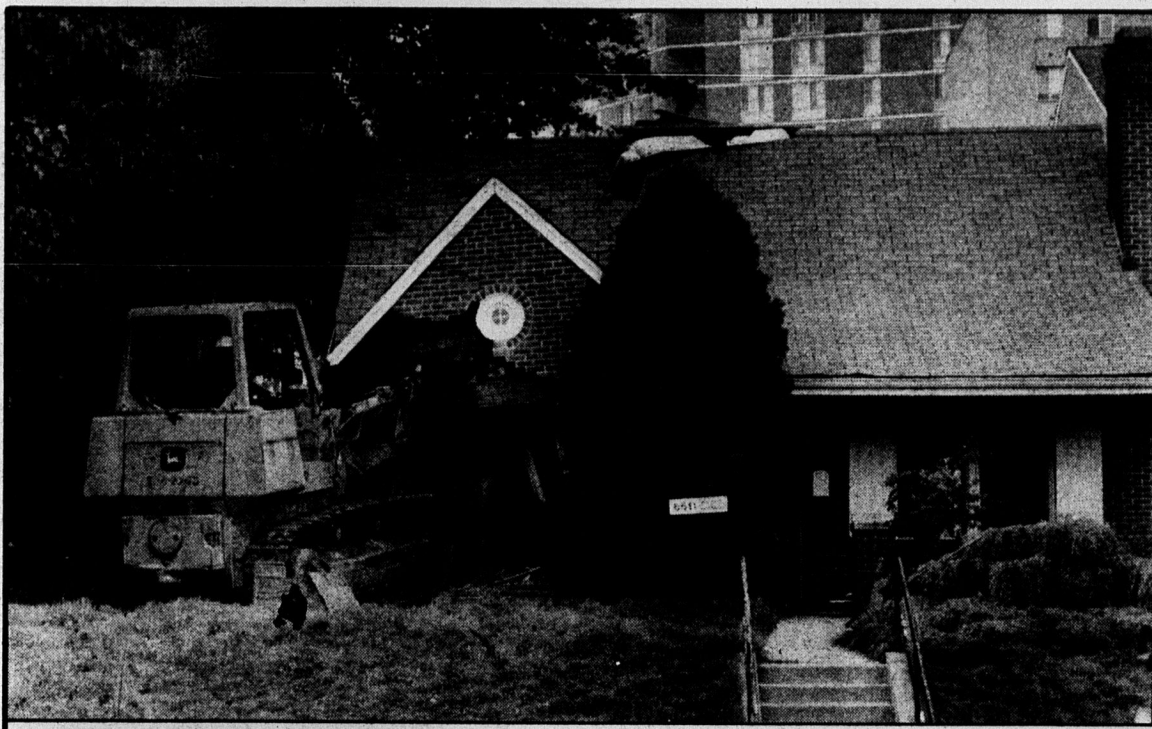
The maximum benefit for employees age 65 or more with at least 35 years' service is boosted to \$1,050 a month, from an old monthly maximum of about \$520, the local reported.

The higher benefit will apply to future retirees as well as those who have retired during the term of

Guild's current contract, which took effect Oct. 1, 1984.

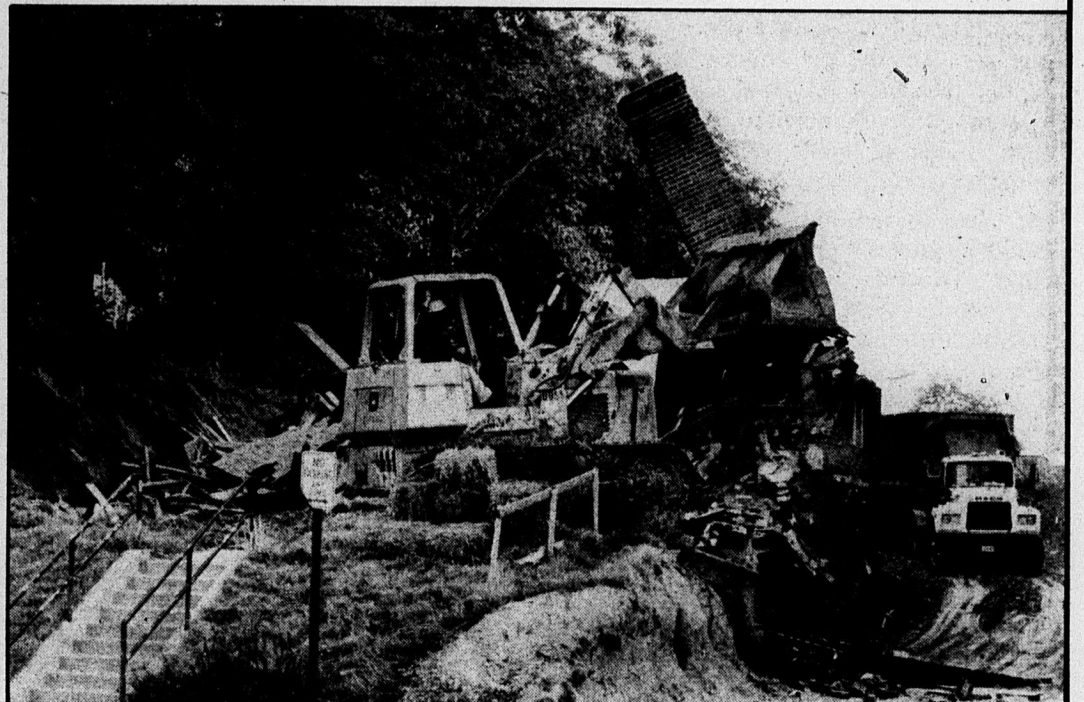
Guild members authorized diversions from wage increases to the pension plan totalling \$8 per employee over the contract's term. That money as well as an accumulation in funds generated, in part, by improved investment earnings and changes in the plan's liabilities made the benefit increase possible, a local representative said.

The final pay increases under the local's 37-month contract with Newhouse's Plain Dealer, meanwhile, raised the top minimum for key news room employees by \$32.98, to \$680 a week, Oct. 1.



'Ground breaking' quick for TNG office building

It took a single earth-moving tractor less than a half-hour Oct. 9—from first, corner crunching bite (left) to final, chimney-toppling bump (below)—to demolish the abandoned single-family home on the site in the Washington suburb of Silver Spring, Md., whereon a headquarters building for TNG is slated to be erected in the next several months. The \$2.84-million building, authorized by actions of TNG's 1985 Convention, will be a four-story, Tudor-style structure containing 23,500 square feet of office space on its upper three levels while the ground level is given over to an entrance-way and off-street parking. To buy the site, build the structure and run the building for five years after its completion, TNG formed a joint venture with a developer. TNG is slated to occupy just over half the building's office space, with the balance to be rented out.



CapCities loses strike paper appeal

Philadelphia—A federal appeals court panel has dismissed the latest motion by Capital Cities' Wilkes-Barre Times Leader seeking a ruling that Guild members' work on a strike newspaper is a violation of a ban on work for a competitor in the local's expired contract with the Times Leader.

In a Sept. 24 decision, two members of a three-judge panel of the U. S. Court of Appeals here upheld a Guild motion for summary

action on the Times Leader's appeal. The Times Leader was appealing a District Court ruling upholding a pair of arbitrator's awards.

The arbitrator, Robert F. Koretz, in decisions issued in June 1984 and early this year, found that the ban on work for a competitor in the Guild's contract with the Times Leader had no bearing on members' work for the Wilkes-Barre Citizens' Voice, the daily

newspaper published by the four unions which struck the CapCities-chain paper in 1978.

The Guild contract expired with the start of the strike, nullifying the outside activities restrictions, Koretz said in the first of his decisions. In the second, he held that the prestrike work of readying the Citizens' Voice for publication was protected activity like any other strike preparation.

The Times Leader has been pressing the issue, first before the National Labor Relations Board and then before the arbitrator and the courts, since soon after the unions struck the paper Oct. 6, 1978.

In granting the Guild's motion for summary action on the Times Leader's latest appeal, the 3rd Circuit Court of Appeals affirmed the Guild's argument "that no substantial question is presented."

'Impasse' draws complaint

San Francisco—The National Labor Relations Board's regional director here has issued a complaint on charges filed by the Northern California Guild over the Sacramento Union's declaring bargaining with the Guild for a new contract at an "impasse" and implementing a 15 percent cut in pay and reductions in other benefits.

In issuing the complaint Sept. 30, NLRB Regional Robert H. Miller agreed with the Guild that the company was unlawfully refusing to bargain. He ordered the company to notify the board within 20 days what steps it has taken to remedy the situation and called for a hearing on the alleged unfair

labor practices before an administrative law judge to begin Dec. 9.

Meanwhile, a meeting has been scheduled between representatives of the Guild and the paper's owner, Richard Mellon Scaife of Pittsburgh. "For the first time we will be talking to people who make the decisions," Guild administrative officer Gerald B. Rocker said.

"After looking at the figures we know something has to be done to turn the paper around," he said. We think that effort should be a joint one with employees participating in long-term plans for boosting the paper's advertising and circulation revenues, Rocker said. Tapping employees' "pride in the product" we can make the Union "the Chrysler of the newspaper industry and save it," he added.

The Guild's auditor examined the Union's books this summer after the company had declared the bargaining "impasse" and posted working conditions, including the 15 percent pay cut.

The local also has asked a federal court to order the company to arbitrate a Guild grievance over the reduction in pay and benefits.

Text out on censorship

New York—The National Coalition Against Censorship has published the proceedings of a forum it held in January to assess the work of the Attorney General's Commission on Pornography.

Copies are available for \$3 apiece, \$2 each in quantities of 10 or more, from the National Coalition Against Censorship, 132 West 43rd Street, New York, N. Y. 10036.

'Dishonor roll' adds Chicago daily

Washington—The Chicago Tribune is among three companies added to the AFL-CIO Industrial Union Dept.'s "dishonor roll" of anti-union firms.

The 1,000 printing-craft union members who struck the Tribune more than a year ago discovered that despite soaring profits, the paper was bent on replacing union-represented employees with lower paid workers, Graphic Communications Int'l Union President James J. Norton explained at an Oct. 3 press conference on the 1986 additions to the list.

In addition to GCIU members, other Tribune strikers are members of printer and mailer locals of the Int'l Typographical Union. No union represents Tribune employees in departments traditionally considered to be in the Guild's jurisdiction.

Also added to the IUD list were USX Corp., the company that has locked out 22,000 Steelworkers at 25 plants, and Neoplan USA Corp., a German-owned bus manufacturer that closed a new plant in eastern Pennsylvania within weeks after employees voted for union representation.

The IUD launched the annual dishonor roll campaign in 1983 to draw attention to the growing pattern of union-busting activity among U. S. corporations. Capital Cities Communications, owner of the Wilkes-Barre Times Leader, the Kansas City Star and other dailies where unions have faced demands for severe contract retrogressions, was included in the first listing.

Clerks upgraded in Sudbury pact

Sudbury, Ont.—A new agreement between the Northern Ontario Guild and Thomson's Sudbury Star upgrades clerical and library jobs, narrows the difference between the top minimums for outside circulation employees and key news room staff and raises the top minimum for reporters, photographers and deskpersons by \$77.05, to \$622.93 a week, over a three-year term.

The top minimum for outside circulators is raised by \$101.37 over the term, to \$500 a week, with \$51.37 of the increase retroactive to Sept. 1, and increases of \$25 each on Sept. 1 of 1987 and 1988.

The \$77.05 increase in the top minimum for key news room staff comes in increments of \$21.84,

\$25.55 and \$29.66.

The top minimum for clerks, secretaries, telephone operators and the librarian also is raised by \$77.05 over the term, taking it to \$407.02 a week on Sept. 1, 1988.

A vision-care plan covering employees and their dependents is added to the contract. The plan will pay each participant up to \$75 every two years toward the cost of eyeglasses or contact lenses.

Beginning in September 1987 employees with 35 years of service will receive six weeks of vacation each year; the service requirement is reduced to 32 years in September 1988. The service required for a fifth week of vacation is reduced by two years, to 19 years over the term, while the service required for a third week of vacation also is

lowered by two years, to three years.

The company's weekly payment to the pension plan is raised by \$8.75 over the term, to \$25 per employee.

Night differential is more than doubled over the contract term, from \$10 a week, to \$22.50 by Sept. 1, 1988, and the conditions for payment of the differential are expanded to include employees who work the major portion of their scheduled shifts between 7 p.m. and 7 a.m.

Also added to the contract is a guarantee of a 10-hour turnaround period between shifts.

The agreement was reached in joint bargaining by the Guild and unions representing mechanical department employees.

Repression condemned in Chile, Asia, USSR, U.S.

Brussels, Belgium—Echoing similar expressions by its member unions, including TNG, the Int'l Federation of Journalists bureau condemned recent repressive acts against journalists in Chile, South-east Asian and the Soviet Union as well as by U.S. immigration authorities.

Meeting here Sept. 30-Oct. 2, the IFJ executive body, on which TNG President Charles A. Perlik, Jr., sits as North American vice president, also approved holding a conference the end of February in Hong Kong for working journalists' organizations from countries in the Asia/Pacific area. Both affiliated and nonaffiliated groups are to be invited.

The bureau also set up a procedure for the IFJ to employ a fulltime education officer for the first time, with the position to be financed by a grant from the Swedish government.

The bureau also said that the IFJ "rejoices" that U.S. News & World Report correspondent Nicholas Daniloff was released Sept. 12 "from his harrowing and unjustified detention and arrest in the Soviet Union."

In the same resolution, it also reiterated earlier IFJ "condemnation of any nation which employs or tolerates the use of harassment of journalism and journalists as an

instrument of international political policy."

Expressing "deep concern at the alarming deterioration in press freedom in the Asian region in recent months," the bureau pointed to events in Malaysia, Indonesia and Singapore.

It voiced particular protest at the Malaysian government's expulsion of two reporters for the Asian Wall Street Journal and the banning of the publication from the country for three months, all in apparent retaliation for publication of factual material on the nation's economy.

The bureau also expressed disappointment at Indonesia's refusal of visas to Australian journalists and at continued restrictions on newspaper distribution in Singapore.

Addressing itself to the U.S. Immigration and Naturalization Service, the bureau urged that it apologize to Belgian reporter Thomas Ronse, whom it ordered detained at Newark airport Sept. 25 after discovering booklets and notes on communism in his luggage.

Ronse, who has been working in the U.S. for six years, is a correspondent for the Belgian Socialist newspaper "De Morgen" and the Dutch daily "Het Vrije Volk."

"No less" than an apology "can be expected of a government which so recently called for worldwide condemnation of the U.S.S.R. for arresting journalist Nicholas Daniloff," the IFJ said.

(When Ronse appeared again before INS authorities as ordered on Oct. 3, he was accompanied by an attorney from the American Civil Liberties Union, arranged by TNG.

(Before either could say anything, INS representatives "gave me back my materials, stamped my passport . . . and apologized," Ronse told the Guild Reporter, also expressing "my deepest thanks to the Guild for its assistance."

(Less than two weeks later, on Oct. 14, immigration officials in New York detained and jailed, then two days later deported, Patricia Lana, a reporter with Colombia's leading daily, El Tiempo, when her name was noticed in the INS's so-called "Look-out Book.")

The IFJ Bureau also expressed its "solidarity with all Chilean colleagues" and pledged the IFJ's support for their struggle "to exercise their profession in freedom and safety."

The bureau used nearly a full, single-spaced, typewritten page to list acts in "the latest wave of re-



BILL BURKE/Washington-Baltimore Guild

CHILEAN JOURNALIST MARIA OLIVIA MONCKEBORG

Colleague of the slain Jose Carrasco Tapia on the magazine Analisis, describes press strictures during TNG headquarters visit.

pression and terror against Chilean journalists," including the murder of Jose Carrasco Tapia, foreign editor of the weekly magazine "Analisis" and one of the leaders of the nation's organization of journalists, the detention of at least 10 other Chilean journalists and the closure of a half-dozen magazines, including "Analisis,"

four radio stations and the offices of the Reuter and ANSA news services.

The crimes must be punished, the agencies, magazines and stations reopened, those arrested, released, and journalists whose lives have been threatened must instantly receive adequate protection, the bureau said.

Memberships vote strike-calls at four major dailies

(Continued from Page 1)

from the conference's president, Leon Olson, who also heads the Bay Area Typographical Union.

Other Guild issues in San Francisco include a management demand that it be permitted to "take away merit pay any time they want to" and a Guild proposal that employees returning to work after maternity leave have the option of working part time for up to a year, according to Cuthbertson, the union's chief bargainer.

The unions' contracts in both San Jose and San Francisco expired June 30.

At the Minneapolis Star & Tribune, where the Guild membership voted strike-call authority in late July, the management has pushed for "major givebacks in every area of the contract," including its wage provisions, reported Bruce R. Nelson, local executive secretary. The contract expired Aug. 1.

The company's wage demands, which it calls "merit based," include a two-tier system for circulation district managers, would

freeze all contract minimums and would guarantee raises of only \$12 a week in each of three years for two-thirds of the covered employees, nothing for the other one-third, with management having sole discretion to choose who falls into which group, Nelson said.

The circulation, two-tier demand would create a top minimum for newly hired employees that would be \$100 a week less than the current level for the jobs.

The Star & Tribune also has demanded major givebacks in contract talks with the Typographical and Machinists unions, whose members also are working under expired contracts.

Support for all three—the Guild, printers and machinists—plus the Interplant Council of Unions at the Star & Tribune was voiced by the Minnesota AFL-CIO Convention in mid-July when delegates unanimously approved a resolution calling on all unions in the state to make their members aware of the situation.

In an unusual accompanying action, Minnesota AFL-CIO President Dan Gustafson interrupted the proceedings to voice his personal support for the resolution. He also called upon leaders of unions in

the state to personally write to Star & Tribune management to "let them know of your concern."

Subsequently, Nelson said, more than seven dozen leaders of the state's largest union locals and central labor bodies sent letters to the paper's publisher telling him they will ask their members to cancel subscriptions if the company does not drop its demands for concessions.

More recently, Nelson reported, more than 1,000 employees at the Star & Tribune—including drivers, printers, press operators, mailers and machinists, as well as Guild members—have been wearing buttons distributed by the Guild which read: "I don't want to strike, BUT I WILL."

Meanwhile, in New York at Time Inc., where the Guild local has been seeking a new contract since the first of the year, management demands include a further reduction in the number of contract-covered employees assured of annual raises under the contract.

Under the company's proposal, about half the employees would be assured of annual increases of \$5.76 a week while the rest would be covered by "vague promises of merit raises," reported Key Mar-

tin, Time Inc. Guild unit chair. it was bad enough when 20 percent of the covered employees had to depend on a merit pay pool for any raise at all, he said. The local represents approximately 1,500 Time Inc. employees.

About 150 Time Inc. Guild members turned out the evening of Oct. 9 in front of the Radio City Music Hall to conduct informational picketing on the state of contract bargaining outside a company party marking the 50th anniversary of Life magazine.

Picket signs referring to "Time's working poor," Martin explained, referred to the 100 lowest-paid people in the unit who, if they are heads of household, are eligible for food stamps because of their low rate of pay.

Guild participants in the hour-

and-a-half demonstration included writer-reporters, typesetters, systems engineers and mail-room clerks.

In Seattle, management representatives of the jointly published Seattle Times and Post-Intelligencer made their first economic proposals late in September in talks with the Pacific Northwest Guild that began last spring for renewal of contracts that expired July 21.

While management called them expressions of their compensation philosophies, "what they amount to is a plan to freeze everybody's salary while giving ad salespersons a chance to earn more commissions and have the companies unilaterally decide whether anyone else deserves a raise," the local's bargaining committee reported.



Boston leader spreads post-settlement thanks

MALDEN, MASS.

Editor:

The members of the Boston Local #32 and I were delighted to see in the September 12 issue of the GR that you shared our enthusiasm over the gains achieved in the recent settlement at the Boston Herald. For almost fifteen years there have been no Guild editorial members at our city's two metropolitan dailies. The members of our smaller suburban units along with the Herald commercial unit drew the wagons into a circle and fought long and hard for the respect the Herald editorial unit validated when they joined us last summer. We're proud the Guild was able to deliver.

My executive committee asked

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline: Friday before publication.

me to write you and thank you for joining in our celebration. They also asked that I report their appreciation of the special dedication and co-operation demonstrated by the bargaining committees from both units who worked so closely together. We all thank our administrative secretary, Gerry Maraghy, who put the whole thing together and made it work.

TOM HILTZ
President
Boston Guild



Janet Wiley
New TNG office manager.

Wiley new office manager; Lehr takes education post

Washington—Janet M. Wiley, a former administrative manager for the National Education Assn., is TNG's office manager.

She replaces Pamela Lehr, who has left TNG's staff to become education director for the American Assn. of Colleges for Teacher Education.

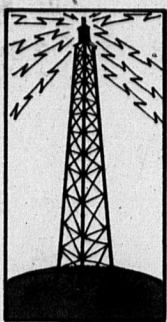
Wiley worked in the NEA's Washington headquarters for 11 years before leaving in 1981 to complete work on a bachelor's degree. She supervised staff mem-

bers in the union's affiliate services division, and was involved in budget preparation, meeting planning, the hiring and training of employees and grievance handling.

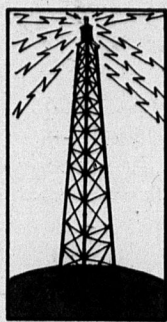
She is trilingual, including French.

Most recently, Wiley was employed as a market analyst for a nursing home chain, where she worked extensively with computer systems.

Lehr served as TNG's office manager since early 1985.

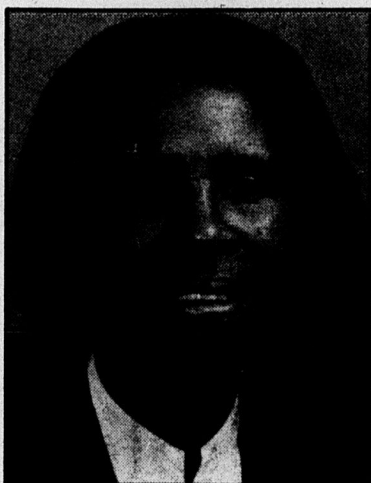
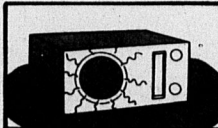
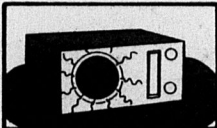


McClatchy unions air Bee stance on issues in Guild bargaining



The McClatchy Defense Council, coalition of unions representing employees of McClatchy-chain dailies in California and Washington, sponsored a series of spot radio ads on a pair of popular radio stations in Sacramento in late September-early October to tell the community of some of the demands management of the chain's Sacramento Bee is making in bargaining for renewal of the

Northern California Guild contract with the paper. The Guild's pact with the chain's flagship daily has been expired since mid-April. A third station, after approving the ads' copy, at the last minute informed the council it would not run them, after all, the Guild reported. Text of the ads' messages is reproduced below, along with photos of the persons who spoke for the unions' council.



Esther Nelson
Sacramento NAACP head.

"Do you read the Bee? What about their liberal editorials?"

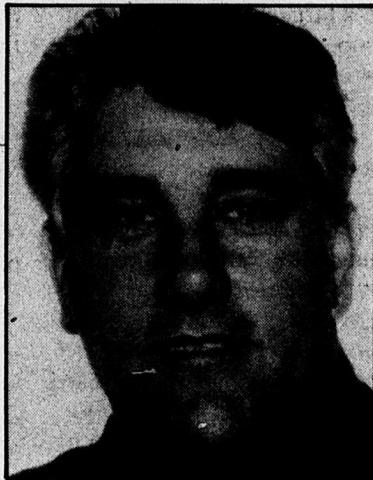
"The Bee has always championed the rights of the disadvantaged and oppressed. But now the Bee wants to deny the rights of its own employees! In contract negotiations, they want to effectively eliminate a vital non-discrimination clause that provides Bee employees added legal protection against racial and sex discrimination. Does that sound like a truly progressive newspaper?"

"Hello, I'm Esther Nelson, president of the Sacramento chapter of the NAACP, and I want Bee readers to know [that] when minorities and women are given real opportunities to advance and grow the community as a whole reaps the benefits. Paid for by the McClatchy Defense Council. . . ."

"Do you read the Bee? What about their liberal and progressive editorials?"

"For instance, the Bee has always championed the rights of workers to organize and bargain collectively for wages and benefits. But now, the Bee wants to deny those rights to its own employees. The Bee is determined to drop wage scales and certain security provisions from any new contracts. Are these actions truly liberal and progressive? The McClatchy Defense Council wants co-operation, not confrontation!"

"Hello, I'm Bill Meehan, with the Sacramento Building Trades Council, and I think it is important to the readers of the Bee to know that fair and equitable labor agreements are in the best interest of the community as a whole. Paid for by the McClatchy Defense Council. . . ."

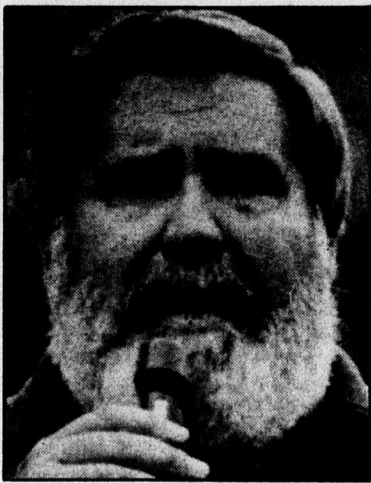


Bill Meehan
Building Trades leader.

"Do you read the Bee? What about their liberal and progressive editorials?"

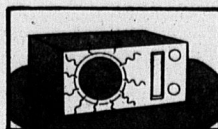
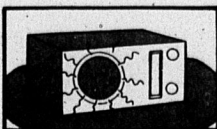
"What you see on those pages doesn't always extend to the real world—including its own employees. In contract negotiations, the Bee wants to eliminate wage scales and let each supervisor determine the value of each employee on arbitrary terms, rather than tenure and experience. Does that sound fair? Progressive? We want co-operation, not confrontation!"

"Hello, I'm Jerry Rocker, administrative officer for the Northern California Guild, and I believe it is important for readers of the Sacramento Bee to know what the men and women who bring you your daily newspaper are being confronted with. Paid for by the McClatchy Defense Council. . . ."



Jerry Rocker
Guild administrative officer.

* [Station announcer, at the end of each message] "The preceding message has been brought to you by the McClatchy Defense Council in an effort to inform the community of the kinds of problems existing at McClatchy Newspapers. Paid for by the McClatchy Defense Council."



Printers appeal ruling over VDT ad makeup

Vancouver — The Vancouver Typographical Union has asked the British Columbia Labour Relations Board to overturn an arbitrator's ruling awarding Guild-covered advertising employees at Pacific Press the work of composing advertisements on video display terminals.

The Typographical Union appealed the ruling to the labor board Aug. 21 after the province's supreme court turned down a similar appeal on grounds that it has no jurisdiction to consider the issue.

Arbitrator Hugh G. Ladner, in a May 29, 1985, decision held that the "predominant aspect" of creating ads on a video display terminal "is a function within the Guild jurisdiction." At the same he said advertising copy furnished to the papers in completed form should continue to be handled by composing room employees represented by the Typographical Union.

Ladner ruled on the assignment of work under a special jurisdictional dispute procedure included in the Guild and Typographical

Union contracts with the company, which publishes the Vancouver Sun and Province.

In its appeal to the labor board, the Typographical Union named both the Guild and the company as parties in its charge. The Guild, the ITU local said, is gaining members as Guild-covered employees take over work typically performed by printers. The assignment of ad composition to Guild-covered employees in Vancouver could be detrimental to ITU-covered employees throughout the industry, the printers' argued.

While Ladner acknowledged that skills typically within the printers' jurisdiction, like knowledge of font and type size, are involved in creating ad copy electronically, he found that more skills traditionally performed by Guild-covered advertising employees are required to compose the copy on a VDT.

"For the most part" work that had been performed by printers "will be done by the computer," Ladner said.

Smoking ban wins unit's ok

Cleveland—A smoking ban should be implemented in areas where Guild members work at the Cleveland Plain Dealer, a majority of members in the Cleveland Guild's editorial department unit said in a vote by the local.

The ban should take effect early next year after smoking cessation classes are made available to employees who wish to participate,

the Guild said in a four-point proposal to management following the September vote.

It also recommended that the company equip a room with video display terminals for employees who want to smoke while working and called for the ban to be implemented without threat of discipline for non-observance. Compliance should depend on courtesy and peer pressure, not penalties, Guild Executive Secretary Stephen Hatch explained.

Fifty-two percent of members voting in the Guild poll in September favored an outright ban on smoking, while 29 percent preferred to "leave things as they are." Another 19 percent voted for "less stringent measures."

The vote was the second on the question. None of four options included on an earlier ballot received a majority.

Groups at weeklies to vote on Guild

San Francisco—The National Labor Relations Board will conduct a vote on bargaining representation by the Northern California Guild among some 35 employees on four weekly papers in San Mateo County.

Employees will vote in two units; one including about a dozen production employees; the other two dozen editorial, clerical and advertising and circulation sales employees. Date for the votes had yet to be set.

The local filed a petition with the NLRB for certification as the employees' bargaining agent July 28 at the request of a substantial majority of the group. During a hearing on the local's petition, Fuchs Publications argued that each of the four papers are separate employers.

The weeklies are the Burlingame Boutique & Villager, the Foster City Progress, San Carols Inquirer-Bulletin and the Millbrae Sun Leader.

Globe and Mail clerks added to Guild's unit

Toronto — The Southern Ontario Guild has been certified as the bargaining representative for part-time circulation clerks employed by the Toronto Globe and Mail in the province of Ontario.

The province's labor relations board certified the Guild Oct. 3 after the local submitted an application supported by a majority of the 15 part-timers currently in the unit. Full-time circulation clerks are among the more than 500 employees covered by Guild contracts with the Globe and Mail.

Trek to loo, long, costly in Halifax

"Local News," publication of Canadian Wire Service Guild

Each staffer at Canadian Press-Broadcast News Halifax [N.S.] walks, on average, 40 kilometers a year to go to the bathroom because there are no facilities in the office and a long walk is required down hallways.

This means that for six hours per year, the company is paying a staffer to go to the bathroom. Cost: At least \$2,000 to pay all staff. . . .

Because the company is paying out \$2,000 each year, the following could happen: The Guild will ask for shoe allowances in the contract; the company will dock everybody \$150 going-to-the-bathroom penalties; or the bureau will build facilities by renting an additional three square meters of space and save itself time and money.

STILL THE ONLY POLL THAT COUNTS



ASK THE PEOPLE IN ADVERTISING

What the newsroom doesn't know

By Don Harrison

THE MICROPHONES and the TV cameras again, their intrusive presence violating the newsroom, the questions unanswerable—but answered anyhow.

It happens every time a newspaper itself becomes news. Everytime the newspeople covering this news make a beeline for the people who are often least qualified to answer their questions—the reporters, writers and editors.

At the Bulletin, we didn't even know the paper was in trouble until it was terminal.

Yet everyone in the newsroom was interviewed endlessly, and a lot of us—constitutionally incapable of those three little words "I don't know"—unblinkingly responded to the questions. As often as not, we were passing along suppositions, speculation or what someone told us he or she had heard. Dutifully, it was quoted in other papers and broadcast to the electronic audience. It was an avalanche of misinformation.

DURING THE traumatic strike that shut down the Inquirer and Daily News for seven weeks last fall, I was astonished at the naivete of fellow picketers who actually believed—in the face of all evidence—that somehow or other, the papers' news content was a factor in the economic tug-of-war that had shut down our papers. These were the folks you saw uttering profundities on the tube.

So what's happening now? Much as it hurts to say, I'll say it anyhow: I don't know. I want to believe Philadelphia Newspapers Inc.'s new moves are sound management steps to make the Daily News profitable for the first time ever. But despite a multitude of dissimilarities in the two cases, as one of the Bulletin "boat people," I find the staff meetings in the

This column is reprinted with permission from Knight-Ridder's Philadelphia Daily News of Sept. 19, shortly after management announced cost-cutting steps aimed at making the evening tabloid profitable like its co-owned daily, the morning Philadelphia Inquirer [Guild Reporter, Sept. 26].

Don Harrison is an associate editor of the Daily News' editorial pages where his columns on the press appear periodically.

newsroom, the gallows humor, the anger at nobody is quite sure what and ever-present microphones and TV cameras—to say the least—disquieting.

At the risk of sounding like a Pollyanna, I can interpret the new plan as a vote of confidence, a genuine determined investment in making the Daily News viable financially, which should be welcome. But the news that this paper has been losing substantial sums is scary, and the probability that many of our co-workers in the advertising department will soon be former co-workers is even more so.

The way this is being covered makes us even more nervous. Channel 6 prepared an "in-depth" takeout on whether Philadelphia is about to become a one-newspaper city. A Philadelphia Business Journal headline read "Daily News not dead yet" (italics mine). An adulatory KYW editorial stated categorically that if this newspaper doesn't turn a profit in three years "it's goodbye," which as far as I know, is not even implied in the current plan.

The New York Times had a long story, headlined "Philadelphia Paper's Heavy Losses Spur Management but Unsettle Workers," which didn't mention until the 14th paragraph (out of 20) the key factor in the new plan—consolidation of the Inquirer and Daily News advertising departments, the selling of ads as a two-paper package and elimination of a number of advertising jobs. Much of the story consists of comments—not by the endangered ad salesmen, but by (you guessed it) "unsettled" reporters.

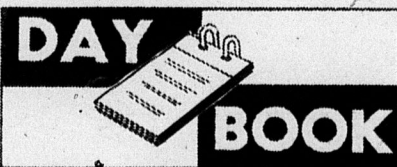
There are several reasons for this overemphasis on what we newsroom people have to say. The news product of a paper is what's up front, and what readers or viewers relate to. Also, as people who work with words, we are articulate, and what we say is quotable. Having been rebuffed so often by "no comment," we're uncomfortable not answering questions—even when we don't know. And those doing the interviewing are

more sensitive to our outlook; we know each other and understand each other.

BUT A NEWSPAPER is a complex and very delicately balanced product, in which news is only one of many ingredients. The traditional thinking, the basic theory behind journalism is that if the product is good, more people buy it, and if more people buy it, more people advertise in it, making it a financial success. That may have been true in simpler times, before demographics was invented—but since then, we've seen too many examples of excellent newspapers and magazines with high circulation going down the tubes.

It's no longer just how many people read a paper, but who they are and where they are and what they buy. It's market penetration and costs and timetables and schedules and moving trucks in and out and bottom-line economics. It's deliberations made in board rooms on the 12th floor at Broad and Callowhill and at Knight-Ridder headquarters in Miami.

It's a lot of things you won't learn about in the newsroom—except in some sad cases, when it's too late.



Canadian District Council, fall meeting, Oct. 25-26, Montreal.
Western District Council, fall meeting, Oct. 25-26, San Jose.
Knight-Ridder Council, Oct. 31-Nov. 2, Merrillville Star Resort, Gary, Ind.
Great Lakes District Council, fall meeting, Nov. 1-2, Vernon Manor hotel, Cincinnati.
Mid-Atlantic, New England, Southern District Councils, joint fall meeting, Nov. 8-9, New York Guild headquarters, New York.
1986 Heywood Brown Award, entries deadline, Jan. 9, TNG headquarters, Washington.
TNG residential seminar for new local officers, Feb. 13-16, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.
56th Annual Convention, Albany, N.Y., 1989.

Editorial

Why bother on Nov. 4?

If things run true-to-form, a lot of eligible U.S. citizens—including, sadly, many Guild members—won't bother to vote on Nov. 4. History says that in a non-presidential year, the majority of those who could vote don't vote. Only 35-40 percent do.

That means that a minority of all voters will decide who sits in the Senate and the House, in the state houses and state legislatures, in the courthouses and the city halls.

A lot of the nonvoters would rationalize their inaction by saying "why should I bother, one vote doesn't mean anything." Well, history also demonstrates the fallacy of that notion. Consider:

Way back in 1880, James Garfield was elected president over Winfield Hancock by a margin of just 1,898 votes out of 9.2 million.

In 1960, John F. Kennedy's margin over Richard Nixon was less than one vote per precinct nationwide.

Eight years later, Nixon beat Hubert H. Humphrey by fewer than 350,000 votes out of more than 73 million cast.

Then, there's the congressional level.

Two years ago, Frank McCloskey came out the winner by 73 votes—out of 233,613 cast—for a House seat from Indiana. At least that was the election-night tally. Six months later, after recounts and re-counts, McCloskey was certified the winner over Rick McIntyre by four votes. This year they are squaring off again.

In 1978, after two recounts Democrat Tom Daschle of South Dakota emerged the victor for a House seat by a whopping 105-vote margin over the GOP's Leo Thorsness. Election-night results had made Thorsness the winner by a 6-vote margin. The first recount went to Daschle by 20 votes. He's running for the Senate this year.

Then there were Abner Mikva's two victories in contests for a House seat from Illinois. In 1976 he won by a margin of 201 votes, out of 213,407 cast. Two years later he was re-elected by the "comfortable" margin of 1,241 votes, out of 177,795 cast.

And how about "close-call Paul" down in Texas? After winning a special election for the House in the spring of 1976, Ron Paul lost the seat in that fall's regular voting by a margin of 236 votes, out of 193,000 cast. Two years later, Paul won the seat back, with a margin of 1,056, out of 107,436 cast. In 1980, he must have reeled from the giddy experience of winning by 5,645 votes, out of 207,887 cast.

At the state level, there was Frank Wageman of Manchester, N.H., in the hospital for by-pass surgery on the day of the primary for the state legislature in 1980. He had neglected to get an absentee ballot. The tally produced a tie. (In a recount, he lost the GOP nomination by 7 votes.)

Then there was the voter who wrote in "Batman" in a city election in Gainesville, Ga. The two actual candidates ended up in a tie. Which is just how that election ended up; the city had no provision for a run-off.

One vote—yours—does count. For anyone who does not cast theirs on Nov. 4, we propose a bumper sticker reading: Blame me, I didn't bother to vote.

The Guild Reporter



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Oct. 31 for next Guild Reporter

The Guild Reporter is being published on the 3rd and 5th Fridays of October, rather than the 2nd and 4th Fridays.

That means that the next issue will go to press on Oct. 31.

November's issues will be published on the 2nd and 4th Fridays, the 14th and 28th.

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